

# **EXHIBIT 2501**

to the Declaration of  
Lisa J. Cisneros in Support of  
Plaintiffs' Opposition Briefs

**REDACTED VERSION**

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**From:** Matt Thompson  
**Sent:** Friday, January 18, 2008 11:20 AM  
**To:** Donna Morris  
**Cc:** Cindy Springsteel; Bernadette Arriada; Rosemary Arriada-Keiper  
**Subject:** RE: final review of salaries

Thanks for your help. This looks great.

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**From:** Donna Morris  
**Sent:** Friday, January 18, 2008 9:28 AM  
**To:** Matt Thompson  
**Cc:** Cindy Springsteel; Bernadette Arriada; Rosemary Arriada-Keiper; Donna Morris  
**Subject:** final review of salaries  
**Importance:** High

Matt – I have just finished the full review of all salary and stock, and would like to recommend some changes relative to your organization. [REDACTED]

[REDACTED]

Please let me know if you approve of the adjustments as outlined above.

Thanks Donna

Donna Morris  
SVP Human Resources

2501.1

**EXHIBIT 2501**  
Deponent Keiper  
Date 3-28-13  
Gina V. Carbone, CSR

Adobe Systems Incorporated

*North American employees with HR-related questions can contact the HR Information Center (HRIC) at x6-HELP (4357) , or at [hric@adobe.com](mailto:hric@adobe.com)*